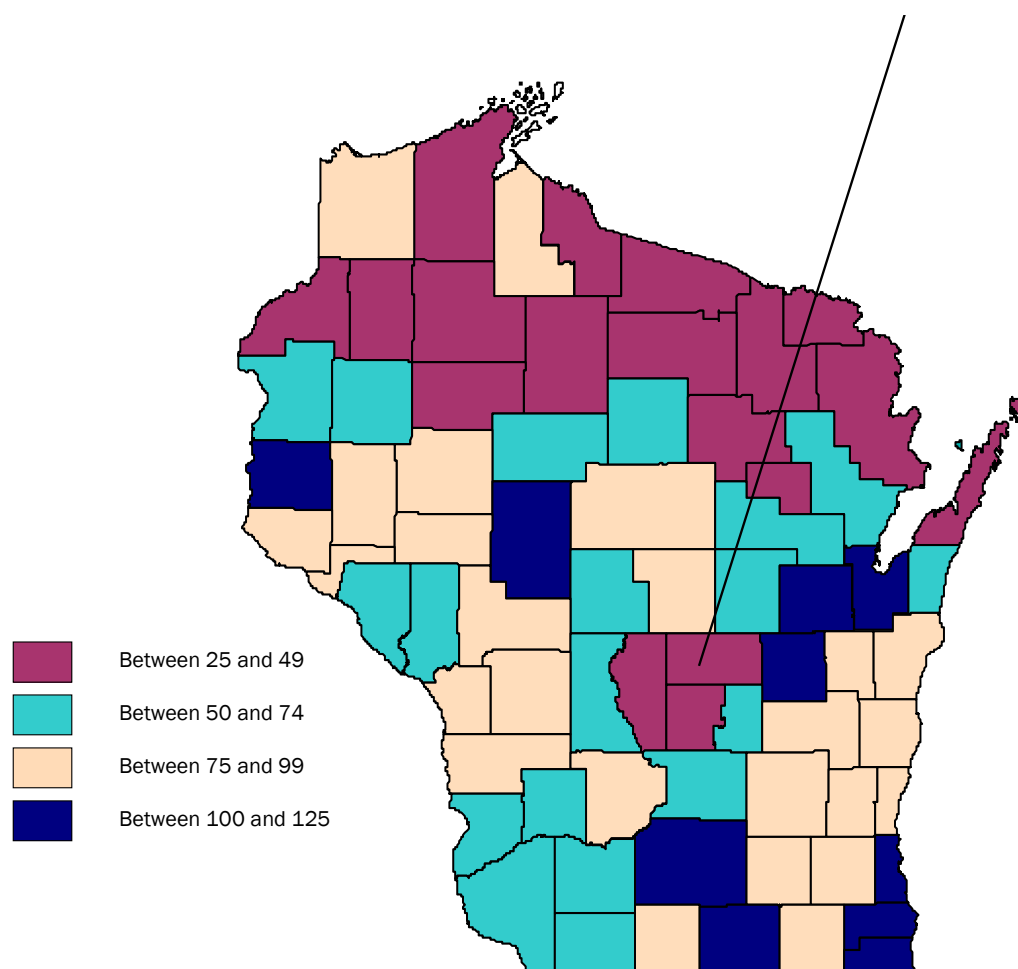


# Marquette County Workforce Profile



The number of residents aged 25-29 years for every  
100 residents aged 60-64 years in year 2025



Source: Wisconsin Department of Administration, Demographic Services Center and the U.S. Bureau of Census.

For comparison, it is projected that there will be 90 residents aged 25-29 for every 100 residents aged 60-64 in Wisconsin in 2025. Nationally, it is projected that there will be 101 residents aged 25-29 for every 100 residents aged 60-64. In 2003, Wisconsin had 146 residents aged 25-29 for every 100 aged 60-64.



## County Population

Population trends affect the supply of workers, the ability to attract employers and the demand for goods and services. Marquette County added roughly 496 people or 3.4 percent to its population between the April 2000 Census and the January 2004 population estimates. Together, Oxford, Westfield, Buffalo Montello and

projected to be smaller in 2030 than in 2005. The 55-and-over group will grow from 4,879 people (32% of total population) to 7,504 people (45% of total population). The overall population will grow roughly 11 percent while the 55-and-over population grows nearly 54 percent. In the year 2005, Marquette County will have 74 residents aged 25 to 29 for every 100 residents aged 60 to 64; by 2030 that number will fall to 44. In 2005, projections suggest that 2,690 county residents will be aged 5 to 19 (approximately primary and secondary school ages). By 2030, this number will fall by 12 percent to 2,447. Together these trends could generate pressure to change funding or spending for social services or education. Such changes could affect the number of qualified workers available.

### Total Population

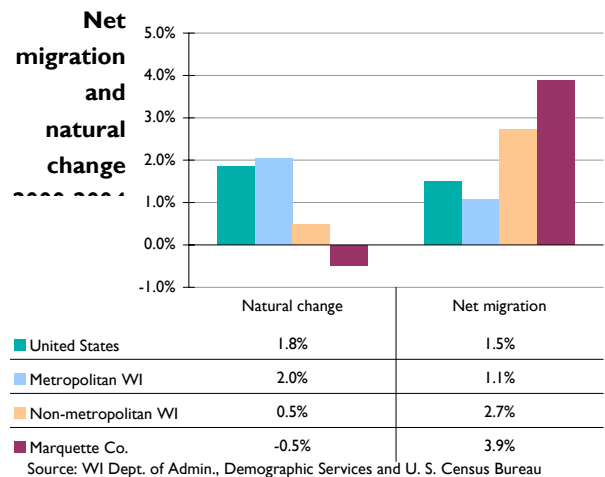
	April 2000 Census	Jan. 1, 2004 estimate	Numeric change	Percent change
<b>United States</b>	281,421,906	292,287,454	10,865,548	3.9%
<b>Wisconsin</b>	5,363,704	5,532,000	168,296	3.1%
<b>Marquette County</b>	14,555	15,051	496	3.4%
<b>Largest Municipalities</b>				
Montello, City	1,397	1,447	50	3.6%
Packwaukee, Town	1,297	1,296	-1	-0.1%
Westfield, Village	1,217	1,229	12	1.0%
Buffalo, Town	1,085	1,151	66	6.1%
Montello, Town	1,043	1,058	15	1.4%
Oxford, Town	859	931	72	8.4%
Douglas, Town	768	794	26	3.4%
Westfield, Town	689	759	70	10.2%
Harris, Town	729	749	20	2.7%
Mecan, Town	726	745	19	2.6%

Source: Wis. Dept. of Administration, Demographic Services and U. S. Census Bureau

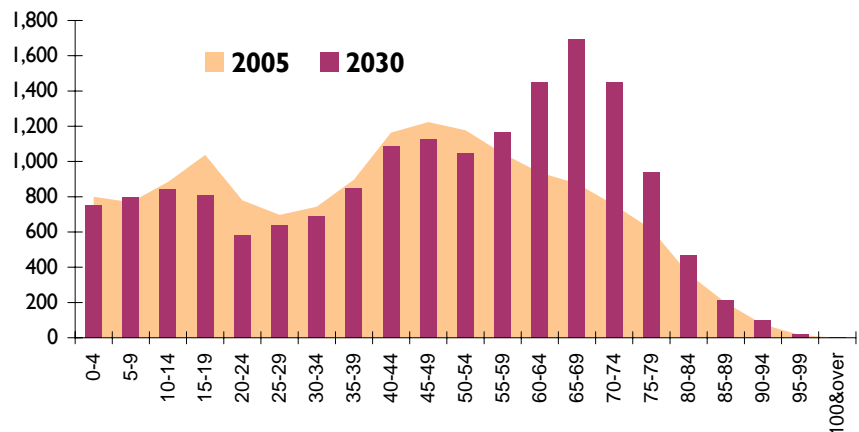
Springfield added 308 people, or 62 percent of the county's total population growth.

The character of the county's population growth merits closer examination. Marquette County experienced more deaths than births between 2000 and 2004, so all of its population gain was attributable to net migration (people moving in minus people moving out). Wisconsin demographers expect more deaths than births in Marquette County through 2030 and expect net migration between 2015 and 2020 to be 277, or 40 percent less than net migration of 501 expected between 2000 and 2005.

The graph to the right contrasts the age demographics of 2005 (the lighter area) with the projections for 2030 (the darker bars). Except for those aged 5 to 9, every age group under 55 years old is



### Population by Age Groups in Marquette County



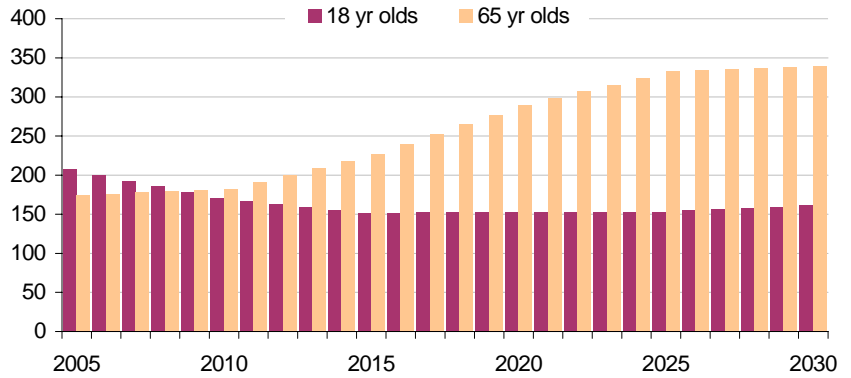
Source: WI Dept. of Administration, Demographic Services

## Future Population and Labor Supply

The graph to the right shows how many people will turn 18 each year and how many people will turn 65 each year. Some workers will start their careers later than the age of 18 and some will leave the labor market before reaching 65 but these can be rough proxies for people entering the labor market and people leaving the labor market. Between 2005 and 2030, the number of residents turning 18 each year shrinks from roughly 207 to 162; meanwhile the number of residents turning 65 each year grows from 175 to 339. This has serious ramifications for any establishment whose customer base or employee pool includes significant numbers of baby-boomers.

The baby boom (1946 to 1964) was dominated by white, non-Hispanic children. Subsequent increases in national birth rates relied heavily on Hispanic and non-white parents. The graph below shows that even compared to homogeneous Wisconsin, Marquette County lacks the robust diversity that can help drive labor force growth. For reasons beyond the scope of this profile, the labor force participation rate (the frequency with which people work and look for work) tends to be higher among Hispanic and non-white populations than it is among white non-Hispanic populations.

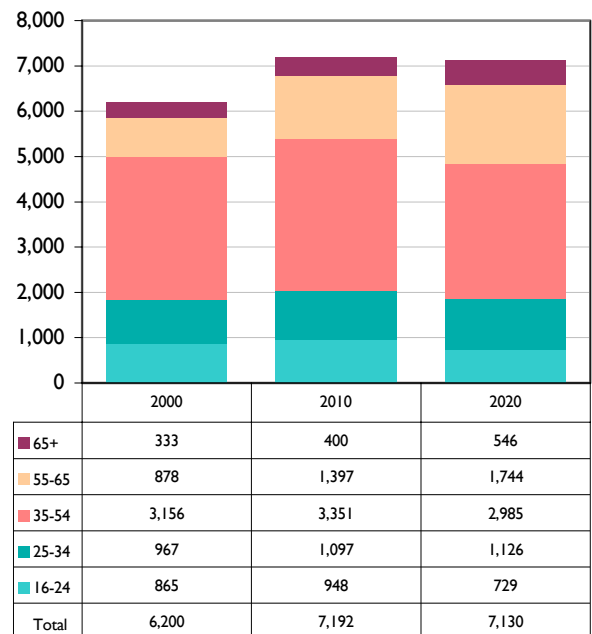
**Convergence of 18 & 65 year old population in Marquette County**



Source: WI Dept. of Administration, Demographic Services

Below, the Labor Force Projections by Age graph is based on current participation in Marquette County with adjustments in each age group based on national projections. Older cohorts are more white and non-Hispanic, so their participation rates may be below national levels. From 1990 to 2000, the labor force grew about 13 percent. Between 2000 and 2010, it will grow 16 percent. In the following decade (2010 to 2020) it will shrink. Even changes much milder than predicted could constrain job growth.

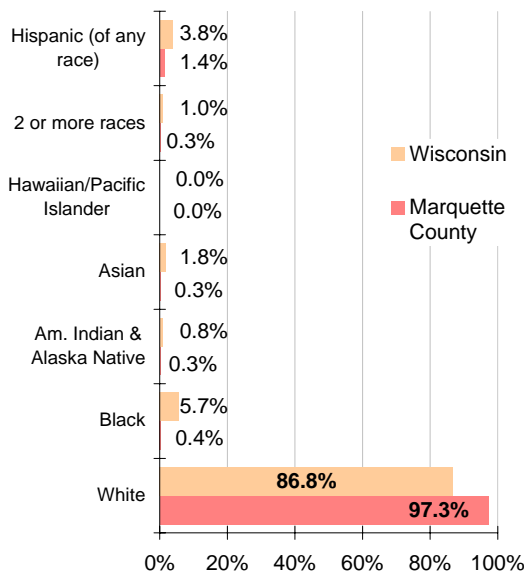
**Marquette County Labor Force Projections by Age**



Decade change	13.3%	16.0%	-0.9%
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Source: DWD, Office of Economic Advisors, August 2004

**Race and ethnic distribution**

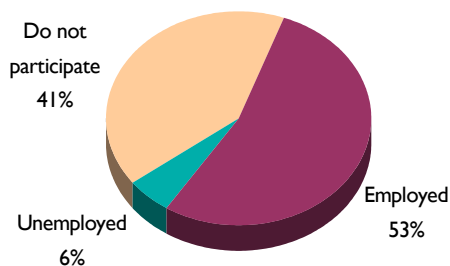


Source: U.S. Census Population Characteristics Estimates, 2002

## Current Labor Force

The participation rate is the share of the 16-and-over population that is employed or unemployed. In 2003, the national participation rate was 66.3 percent and Wisconsin's was 72.9 percent. In Marquette County, the participation rate of 59 percent indicates that 41 percent of the population 16 years or older did not participate in the labor force by working or seeking

**Labor force participation in Marquette County**

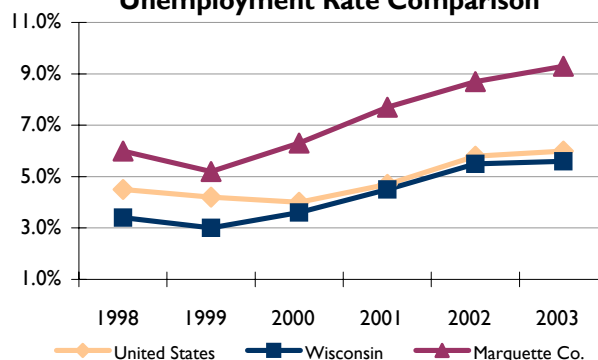


Source: DWD, Office of Economic Advisors, July 2004

work. The group that does not participate usually includes at-home parents, students and retirees. In Marquette County, retirees are probably the most prominent segment of this group and analysis on pages 1-2 suggests that retirees will become a more prominent cohort in years to come.

The unemployment rate graph below shows that Marquette County's rates generally follow Wisconsin's trends, albeit at a higher level. The county saw more encouraging rates in the second half of 2003 and first half of 2004 than it had seen in the first half of 2003.

**Unemployment Rate Comparison**



**Marquette County Civilian Labor Force Data**

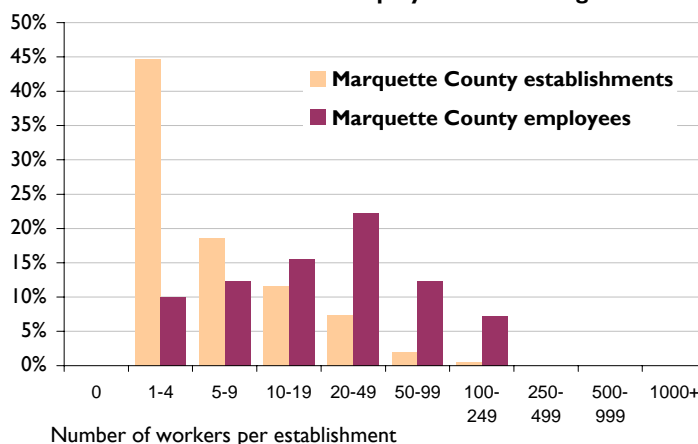
	1998	1999	2000	2001	2002	2003
Labor Force	7,142	6,871	6,778	7,018	6,983	7,079
Employed	6,716	6,511	6,348	6,477	6,378	6,421
Unemployed	426	360	430	541	605	658
Unemployment Rate	6.0%	5.2%	6.3%	7.7%	8.7%	9.3%

Source: WI DWD, Bur. of Workforce Information, Local Area Unemployment Statistics, 2003

## Establishments by Size

About 178 Marquette County establishments reported one to four employees, which is roughly 45 percent of establishments that report employment in the county. For confidentiality reasons, the Bureau of Workforce Information suppresses information on 62 establishments reporting 792 workers, on average, over the course of 2003. The Office of Economic Advisors estimates that one of those establishments reported 500 to 999 employees and the rest were assigned to the zero employee size range (which can happen for a variety of technical reasons). This estimate would put roughly sixty percent of the county's reported employment in establishments with fewer than fifty workers.

**Share of establishments & employees in size range in 2003**



Source: DWD, Bureau of Workforce Information, Table 221, July 2004

## Industries & employers by size

Listed in the table at the top of the page, Marquette County's ten largest industry groups provided roughly 62 percent of the jobs in the county. As the school-aged population shrinks and growth in the retirement-aged population outpaces growth in the working-age population, health care and services to the elderly are likely to grow faster than education services.

Listed in the table in the middle of the page, Marquette County's ten largest employers accounted for about 47 percent of the jobs in the county. As the population in prime tax-paying years becomes a smaller share of the population, reliance on public funding (including Medicare or Social Security) could limit employment growth for some establishments.

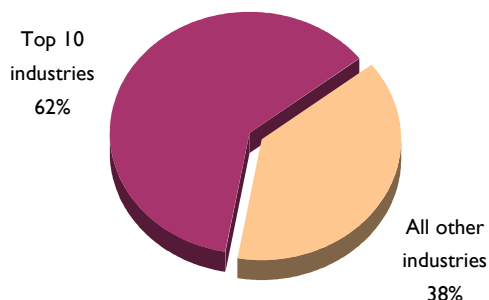
### Top 10 Industries in Marquette County

Industry	March 2004		Numeric Employment Change	
	Establishments	Employees	2003-2004	1999-2004
Food manufacturing	suppressed	suppressed	not avail.	not avail.
Educational services	4	386	not avail.	not avail.
Food services & drinking places	40	310	39	-8
Gasoline stations	8	184	-6	22
Wood product manufacturing	5	176	4	36
Social assistance	9	157	12	34
Nursing & residential care facilities	suppressed	suppressed	not avail.	not avail.
Ambulatory health care services	8	106	15	-3
Food & beverage stores	8	104	2	8
Animal production	6	93	-15	53

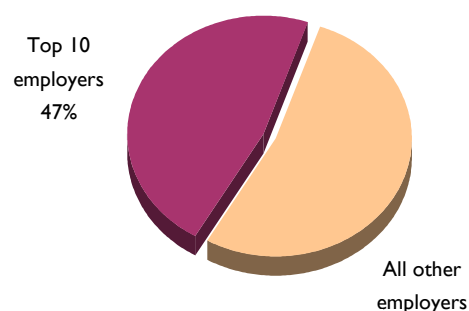
### Top 10 Employers in Marquette County

Establishment	Product or Service	Size (Dec. 2003)
Brakebush Brothers Inc.	Poultry processing	500-999 employees
School District of Westfield	Elementary and secondary schools	100-249 employees
County of Marquette	Executive and legislative offices, combined	100-249 employees
Montello Public School	Elementary and secondary schools	100-249 employees
Glen Oak Lumber & Milling Inc.	Other millwork, including flooring	100-249 employees
Pioneer of Westfield Inc.	Other gasoline stations	50-99 employees
Northland Community Services Inc.	Other individual and family services	50-99 employees
Wisconsin Illinois Senior	Nursing care facilities	50-99 employees
Montello Products Co.	Current-carrying wiring device manufacturing	50-99 employees
Timme Inc.	Highway, street, and bridge construction	20-49 employees

Share of jobs in top 10 industries in Marquette County



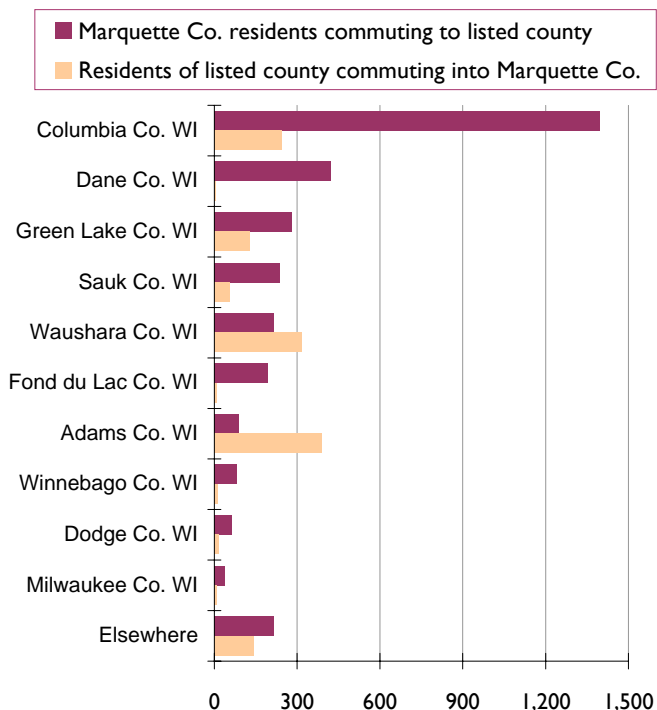
Share of Marquette County jobs with top 10 employers



Source: DWD, Bureau of Workforce Information, Quarterly Census of Employment and Wages

## Commuting

The 2000 Census reported that roughly 3,236 Marquette County residents worked outside the county (about 49 percent of working residents). At the same time, roughly 1,331 workers from other counties commuted in (filling about 29 percent of the jobs located in the county). Crossing a county line does not necessarily mean traveling a great distance. Geographically, the county is small enough that many residents live relatively near a county line, especially residents of Montello, Packawaukee, Westfield and Oxford. Similarly, the City of Portage's proximity to the border contributes significantly to people traveling to Columbia County. Around 48 percent of working residents traveled less than 20 minutes for work and nearly two-thirds traveled less than 30 minutes for work. Columbia employers pull in workers with more pay and more jobs in retail & wholesale as well as education & health services. Dane employers offer far more jobs and higher pay in sectors such as professional & business services and finance & insurance. Manufacturing in Marquette draws workers from Adams and Waushara.



Source: U.S. Census 2000, Special tabulations: Worker Flow Files

## Key occupations & wages

The table to the right lists some of the occupations with the greatest estimated employment in the Marquette County area. The range bracketed by the 25<sup>th</sup> percentile wage and the 75<sup>th</sup> percentile wage might be called a typical wage range because a quarter of the occupation's workers earn less, a quarter earn more and about half earn a wage somewhere in the range.

Those occupations requiring less training and education tend to see lower wages and narrower wage ranges (e.g. dishwashers and food service). These factors contribute to turnover. Well-paid technical and professional positions tend to congregate around groups of economic hubs such as headquarters and major operational centers. Rural areas tend to see less white collar work, as the table indicates.

Occupation title	Hourly Wages			
	Mean	Percentile		
		25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>
Truck drivers, heavy & tractor-trailer	\$15.67	\$13.60	\$15.49	\$17.22
Cashiers	\$7.89	\$6.49	\$7.55	\$8.88
Waiters & waitresses	\$7.62	\$5.97	\$6.61	\$8.13
Retail salespersons	\$9.71	\$7.41	\$8.96	\$10.69
Maids & hskpg. cleaners	\$8.89	\$7.17	\$8.56	\$10.60
Office clerks, general	\$9.17	\$7.08	\$8.75	\$10.90
Nursing aides, orderlies, & attendants	\$9.81	\$8.60	\$9.79	\$11.02
Secretaries, except legal, medical, & executive	\$10.83	\$8.96	\$10.49	\$12.72
Comb. food prep. & serving workers (fast food)	\$7.51	\$6.18	\$7.26	\$8.69
Bookkeeping, accounting, & auditing clerks	\$11.73	\$9.34	\$11.19	\$13.73
Carpenters	\$13.48	\$10.44	\$12.98	\$16.04
Janitors & cleaners, except maids & hskpg. cleaners	\$9.79	\$7.35	\$9.09	\$11.90
Team assemblers	\$12.04	\$9.15	\$11.08	\$14.11
Laborers & freight, stock, & material movers, hand	\$9.60	\$8.35	\$9.66	\$10.75
Registered nurses	\$23.30	\$19.19	\$21.92	\$26.27
Bartenders	\$8.61	\$6.99	\$7.89	\$9.33
Sec. school teachers, except special & voc. ed.	-	-	-	-
General & operations managers	\$33.23	\$20.40	\$27.74	\$41.19
Elem. school teachers, except special ed.	-	-	-	-
Dishwashers	\$7.03	\$5.91	\$6.47	\$7.34

Marquette County is part of an area which includes Door, Florence, Forest, Green Lake, Kewaunee, Langlade, Marquette, Menominee, Oconto, Shawano and Waushara counties.

Source: DWD, Office of Economic Advisors, special tabulation using EDS and OES 2003

## Employment and Wages

Overall, Marquette County establishments reported paying about 70 percent of Wisconsin's all-industries average wage. The table to the right shows that wages are higher in manufacturing than in any other sector except construction. In 2003, the average manufacturing wage dropped 3.6%; this was less dramatic than its 8.8% jump in 2002. The table and chart below show that manufacturing accounted for 31 percent of the jobs in the county and 41 percent of the total payroll. In terms of employment (18 percent of total) and in terms of payroll (17 percent of total), the education and health services sector is the next largest contributor. The average wage for the educational services segment (\$28,584) is considerably higher than that for the health care & social assistance segment (\$16,890). Currently, employment splits relatively evenly between the two segments. Demographic analysis on pages 1-2 suggests that the school-aged population will shrink as the 55-and-over population grows, so employment will proba-

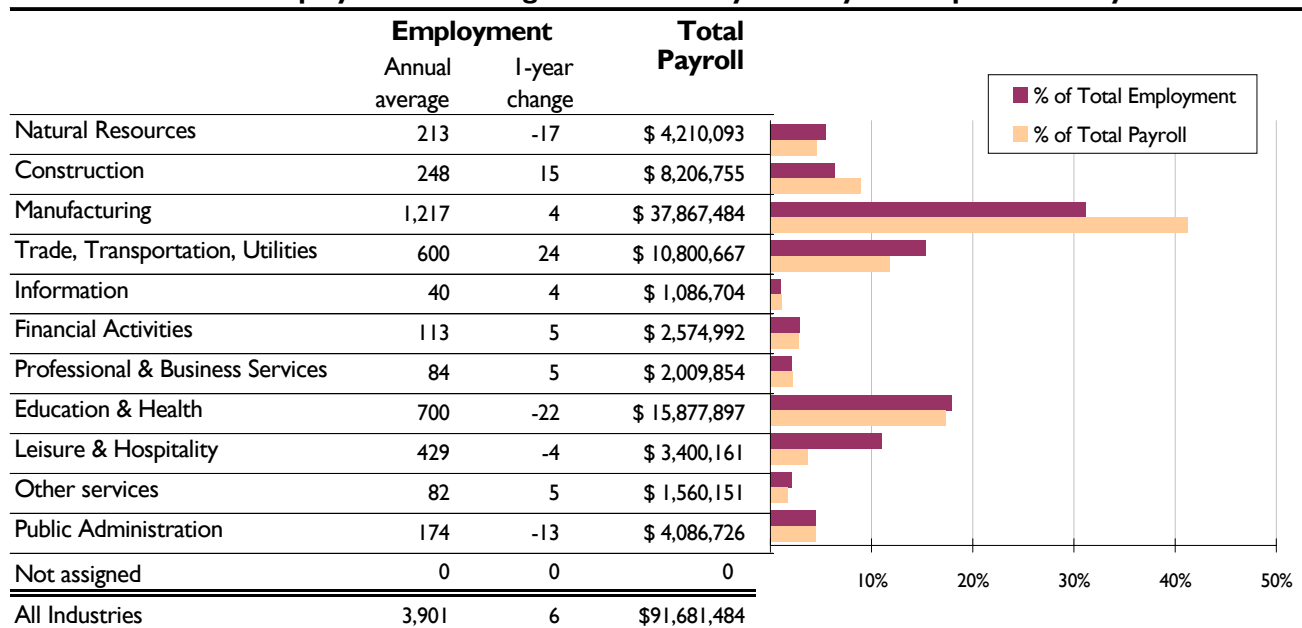
### Average Annual Wage by Industry Division in 2003

	Average Annual Wage Wisconsin	Average Annual Wage Marquette County	Percent of Wisconsin	1-year % change
All Industries	\$ 33,423	\$ 23,502	70.3%	0.3%
Natural resources	\$ 25,723	\$ 19,766	76.8%	-1.8%
Construction	\$ 40,228	\$ 33,092	82.3%	5.1%
Manufacturing	\$ 42,013	\$ 31,115	74.1%	-3.6%
Trade, Transportation, Utilities	\$ 28,896	\$ 18,001	62.3%	0.8%
Information	\$ 39,175	\$ 27,168	69.4%	6.6%
Financial activities	\$ 42,946	\$ 22,788	53.1%	4.9%
Professional & Business Services	\$ 38,076	\$ 23,927	62.8%	0.0%
Education & Health	\$ 35,045	\$ 22,683	64.7%	3.1%
Leisure & Hospitality	\$ 12,002	\$ 7,926	66.0%	2.0%
Other services	\$ 19,710	\$ 19,026	96.5%	-3.2%
Public Administration	\$ 35,689	\$ 23,487	65.8%	10.9%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

bly grow faster in the lower-paid health & social assistance segment than in the education segment. The trade, transportation & utilities sector is a mixed bag. Retail wages are suppressed, but they are probably lower than those in wholesale trade (\$25,812) and transportation & warehousing (\$27,986). Although utilities wages are also suppressed, they are probably the highest in the sector. Retail and wholesale trade dominated the sector's employment growth in 2003.

### 2003 Employment and Wage Distribution by Industry in Marquette County



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2004



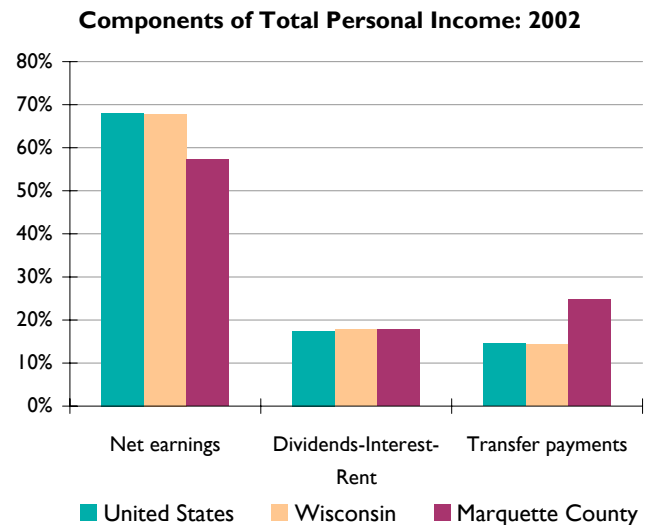
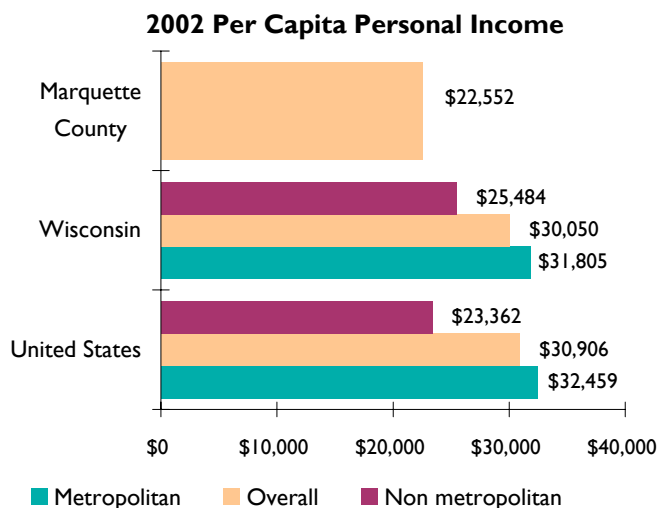
## Per Capita Personal Income

In 2002, Marquette County's per capita personal income (\$22,552) was below non-metropolitan Wisconsin's PCPI (\$25,484) and the national non-metropolitan PCPI (\$23,362). Between 1997 and 2002, Marquette County's PCPI growth (31.4%) exceeded Wisconsin's (22.6%) and the nation's (22.0%), but the gap between Marquette County's PCPI and non-metropolitan Wisconsin's PCPI is still bigger than it ever was before 1994. In 2003, inflation outpaced Wisconsin's PCPI growth and the nation's PCPI growth.

Growth in PCPI relates to demographic shifts discussed on pages 1-2. As a greater share of the population enters retirement, more residents rely on transfer payments (such as Social Security) and fewer have net earnings (typically associated with employment). Transfer payments are not likely to grow as fast as net earnings. Households with substantial investment income (dividends, interest or rent, including retirement or pension plans) are more likely to consider warmer climates for retirement, so PCPI growth may slow.

	Per Capita Personal Income						Percent Change	
	1997	1998	1999	2000	2001	2002	1 year	5 year
United States	\$25,334	\$26,883	\$27,939	\$29,847	\$30,527	\$30,906	1.2%	22.0%
Wisconsin	\$24,514	\$26,175	\$27,135	\$28,573	\$29,361	\$30,050	2.3%	22.6%
Non-metropolitan WI	\$20,734	\$22,195	\$22,900	\$24,059	\$24,833	\$25,484	2.6%	22.9%
Marquette County	\$17,165	\$17,854	\$18,230	\$20,570	\$21,638	\$22,552	4.2%	31.4%
In current dollars (adjusted to U.S. CPI-U)								
United States	\$28,397	\$29,670	\$30,170	\$31,181	\$31,010	\$30,906	-0.3%	8.8%
Wisconsin	\$27,478	\$28,889	\$29,301	\$29,850	\$29,825	\$30,050	0.8%	9.4%
Non-metropolitan WI	\$23,240	\$24,497	\$24,728	\$25,135	\$25,226	\$25,484	1.0%	9.7%
Marquette County	\$19,240	\$19,706	\$19,685	\$21,490	\$21,980	\$22,552	2.6%	17.2%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, May 2004



Source: U.S. Department of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2004

The county workforce profiles are produced annually by the Office of Economic Advisors in the Wisconsin Department of Workforce Development. The author of this profile and regional contact for additional labor market information is:

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**Metropolitan Statistical Area (MSA)** - A single county or group of counties that include at least one urbanized area with a minimum population of 50,000. Multiple-county MSAs have a central county or counties, which have a high degree of social and economic integration with the other member counties as measured by commuting data.

**Non-metropolitan county** - Any county that is not a member of a metropolitan statistical area.

**Net Migration** - One of two components of population change. It is the net result of individuals who either moved into or out of an area.

**Natural Change** - One of two components of population change. It is the result of the number of births minus the number of deaths in an area over a period of time. A natural increase indicates there were more births than deaths. A natural decrease indicates there were more deaths than births.

**Employed** - Persons 16 years of age or older, who worked as paid employees, or worked in their own business, profession or farm, or worked 15 hours or more as unpaid workers in a family-operated enterprise. Includes those temporarily absent from their jobs due to illness, bad weather, vacation, childcare problems, labor dispute, maternity or paternity leave, or other family or personal obligations.

**Unemployed** - Persons 16 years of age or older with no employment, who were available for work and made efforts to find employment sometime during the previous 4-week period ending with the monthly reference week. Persons who were awaiting recall to a job did not need to look for work to be classified as unemployed.

**Labor Force** - The sum of the employed and unemployed, whom are at least 16 years of age and older.

**Unemployment Rate** - The number of unemployed divided by the labor force. It is expressed as a percentage of the labor force.

**Labor Force Participation Rate (LFPR)** - The labor force divided by the total population aged 16 years and older. It is expressed as a percentage of the population aged 16 years and older.

**Suppressed** - Data is withheld or suppressed if it does not meet certain criteria. If an industry in a county has fewer than three employers or if a single employer employs 80% or more that industry's total employment in that county then the data are suppressed. These criteria were established to maintain the confidential reporting of payroll and employment by employers.

**Total Personal Income** - The aggregate income of an area received by all persons from all sources. It is calculated as the sum of wage and salary disbursements (less contributions for government social insurance), supplements to wages and salaries, proprietors' income with inventory valuation and capital consumption adjustments, rental income of persons with capital consumption adjustment, personal dividend income, personal interest income, and personal current transfer receipts that include retirement and veteran's benefits, government paid medical reimbursements, and income maintenance program payments.

**Per Capita Personal Income (PCPI)** - Total personal income divided by the total population.

**Current Dollars** - Phrase used to express historical dollar values in terms of their current purchasing power via inflation adjustment.

**CPI-U** - Consumer Price Index for all urban consumers, the most commonly used measure of inflation in the United States.